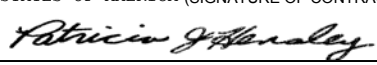


<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W81W3G-3302-4264		PAGE 1 OF 21	
2. CONTRACT NO. W912DR-04-P-0119		3. AWARD/EFFECTIVE DATE 10-Dec-2003		4. ORDER NUMBER		5. SOLICITATION NUMBER W912DR-04-T-0009	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME LINDA EVANS				b. TELEPHONE NUMBER (No Collect Calls)	
9. ISSUED BY USAED - BALTIMORE 10 SOUTH HOWARD STREET BALTIMORE MD 21201  TEL: FAX:		CODE W912DR		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100% FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> SMALL DISADV. BUSINESS <input type="checkbox"/> 8(A)  SIC: 7349 SIZE STANDARD: 14.0M		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE  13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) 13b. RATING 14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO RE DIV MILITARY PROJECTS SUP DELL JACKSON PO BOX 1715 BALTIMORE MD 21203-1715		CODE E1N0900		16. ADMINISTERED BY  <b>SEE ITEM 9</b>			
17a. CONTRACTOR/ OFFEROR  REFINE CLEANING SERVICE, INC. CHRISTINE CLARK 815 QUINCE ORCHARD BLVD #34 GAITHERSBURG MD 20878-1616  TEL. 301-947-0667		CODE 1WCD5  FACILITY CODE 1WCD5		18a. PAYMENT WILL BE MADE BY  USACE FINANCE CENTER ATTN: DISBURSING 5722 INTEGRITY DRIVE MILLINGTON TN 38054-5005			
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
<b>SEE SCHEDULE</b>							
25. ACCOUNTING AND APPROPRIATION DATA <b>See Schedule</b>						26. TOTAL AWARD AMOUNT <b>\$3,040.00</b>	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input checked="" type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED.						ADDENDA <input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>0</u> COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.				29. AWARD OF CONTRACT: REFERENCE <input checked="" type="checkbox"/> OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS: SEE SCHEDULE			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER) 		31c. DATE SIGNED 11-Dec-2003	
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) PATRICIA J HENSLEY / ADDED BY SUMI TEL: 410-962-7718 EMAIL:			
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED				33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	
32b. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE				32c. DATE		35. AMOUNT VERIFIED CORRECT FOR	
32d. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE				32e. DATE		36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT				38. S/R ACCOUNT NUMBER		39. S/R VOUCHER NUMBER	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER				41c. DATE		40. PAID BY	
				42a. RECEIVED BY (Print)			
				42b. RECEIVED AT (Location)			
				42c. DATE REC'D (YY/MM/DD)		42d. TOTAL CONTAINERS	

## Section SF 1449 - CONTINUATION SHEET

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001		10	Months	\$304.00	\$3,040.00

BASE YEAR JANITORIAL SERVICE  
FFP  
BASE YEAR JANITORIAL SERVICE

Contractor shall provide all materials, labor, and supplies needed to perform full cleaning services. Services are to be provided 3 days a week (Mon, Wed, Fri) except Federal Holidays.

Area sq ft: approximately 1600

Location: Recruiting Office, Loudoun Tech Center, Bldg 9,  
46040 Center Oak Place, Sterling, VA 20166

POC (Requestor): George Jackson @ 410-962-4723

POC (Contracting Office): Linda M. Evans @ Linda.Evans@usace.army.mil

Contractor must be registered with the Central Contracting Registration (CCR). Please contact the website for additional information at [www.ccr.gov](http://www.ccr.gov) or 888-CCR-2423 to obtain a package to compete. Award will not be issued to an unregistered vendor. Vendor must submit the following information with bid response: tax identification number (TIN), Duns & Bradstreet number and cage code number.

If there are any questions, direct all questions to the Contracting Office POC via email. No phone calls or fax requests will be accepted.

PURCHASE REQUEST NUMBER: W81W3G-3302-4264

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NET AMT	\$3,040.00
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ACRN AA Funded Amount	\$3,040.00
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FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002		12	Months	\$304.00	\$3,648.00
OPTION	JANITORIAL OPTION YEAR 1				
	FFP				
	JANITORIAL OPTION YEAR 1				

Contractor shall provide all materials, labor, and supplies needed to perform full cleaning services. Services are to be provided 3 days a week (Mon, Wed, Fri) except Federal Holidays.

Area sq ft: approximately 1600  
Location: Recruiting Office, Loudoun Tech Center, Bldg 9,  
46040 Center Oak Place, Sterling, VA 20166

PURCHASE REQUEST NUMBER: W81W3G-3302-4264

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NET AMT	\$3,648.00
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Funded Amount	\$0.00
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FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003		12	Months	\$304.00	\$3,648.00
OPTION	JANITORIAL OPTION YEAR 2				
	FFP				
	JANITORIAL OPTION YEAR 2				

Contractor shall provide all materials, labor, and supplies needed to perform full cleaning services. Services are to be provided 3 days a week (Mon, Wed, Fri) except Federal Holidays.

Area sq ft: approximately 1600  
Location: Recruiting Office, Loudoun Tech Center, Bldg 9,  
46040 Center Oak Place, Sterling, VA 20166

PURCHASE REQUEST NUMBER: W81W3G-3302-4264

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NET AMT	\$3,648.00
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Funded Amount	\$0.00
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FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004		12	Months	\$304.00	\$3,648.00
OPTION	JANITORIAL OPTION YEAR 3				
	FFP				
	JANITORIAL OPTION YEAR 3				

Contractor shall provide all materials, labor, and supplies needed to perform full cleaning services. Services are to be provided 3 days a week (Mon, Wed, Fri) except Federal Holidays.

Area sq ft: approximately 1600  
Location: Recruiting Office, Loudoun Tech Center, Bldg 9,  
46040 Center Oak Place, Sterling, VA 20166

PURCHASE REQUEST NUMBER: W81W3G-3302-4264

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NET AMT	\$3,648.00
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Funded Amount	\$0.00
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FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005		12	Months	\$304.00	\$3,648.00
OPTION	JANITORIAL OPTION YEAR 4				
	FFP				
	JANITORIAL OPTION YEAR 4				

Contractor shall provide all materials, labor, and supplies needed to perform full cleaning services. Services are to be provided 3 days a week (Mon, Wed, Fri) except Federal Holidays.

Area sq ft: approximately 1600  
Location: Recruiting Office, Loudoun Tech Center, Bldg 9,  
46040 Center Oak Place, Sterling, VA 20166

PURCHASE REQUEST NUMBER: W81W3G-3302-4264

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NET AMT	\$3,648.00
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Funded Amount	\$0.00
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FOB: Destination

## INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	N/A	N/A	N/A	N/A
0002	N/A	N/A	N/A	N/A
0003	N/A	N/A	N/A	N/A
0004	N/A	N/A	N/A	N/A
0005	N/A	N/A	N/A	N/A

## DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
0001	POP 01-DEC-2003 TO 30-SEP-2004	N/A	RE DIV MILITARY PROJECTS SUP DELL JACKSON PO BOX 1715 BALTIMORE MD 21203-1715 410-962-4723 FOB: Destination	E1N0900
0002	POP 01-OCT-2004 TO 30-SEP-2005	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	E1N0900
0003	POP 01-OCT-2005 TO 30-SEP-2006	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	E1N0900
0004	POP 01-OCT-2006 TO 30-SEP-2007	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	E1N0900
0005	POP 01-OCT-2007 TO 30-SEP-2008	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	E1N0900

## ACCOUNTING AND APPROPRIATION DATA

AA: 21420200000 088012 25404G41B5131996AA000 QDPW 18020  
 COST 000000000000  
 CODE:  
 AMOUNT: \$3,040.00

## CLAUSES INCORPORATED BY REFERENCE

52.212-4	Contract Terms and Conditions--Commercial Items	OCT 2003
52.219-6	Notice Of Total Small Business Set-Aside	JUN 2003
52.219-6 Alt I	Notice of Total Small Business Set-Aside (Jun 2003) - Alternate I	OCT 1995
52.222-3	Convict Labor	JUN 2003
52.222-41	Service Contract Act Of 1965, As Amended	MAY 1989
52.233-3	Protest After Award	AUG 1996
52.237-3	Continuity Of Services	JAN 1991
52.242-15	Stop-Work Order	AUG 1989
52.243-5	Changes and Changed Conditions	APR 1984
52.246-1	Contractor Inspection Requirements	APR 1984
52.247-34	F.O.B. Destination	NOV 1991
52.253-1	Computer Generated Forms	JAN 1991
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7004	Required Central Contractor Registration	NOV 2001
252.219-7011	Notification to Delay Performance	JUN 1998
252.225-7001	Buy American Act And Balance Of Payments Program	APR 2003
252.225-7002	Qualifying Country Sources As Subcontractors	APR 2003
252.225-7016	Restriction On Acquisition Of Ball and Roller Bearings	APR 2003
252.232-7003	Electronic Submission of Payment Requests	MAR 2003
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.246-7000	Material Inspection And Receiving Report	MAR 2003

## CLAUSES INCORPORATED BY FULL TEXT

## 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (OCT 2003) (DEVIATION)

(a) Comptroller General Examination of Record. The Contractor agrees to comply with the provisions of this paragraph (a) if the contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records-Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to the right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times, the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(b) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in paragraphs (i) through (vi) of this paragraph in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause--

(i) 52.219-8, Utilization of Small Business Concerns (October 2000) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$500,000 (\$1,000,000 for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(ii) 52.222-26, Equal Opportunity (April 2002) (E.O. 11246).

(iii) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (December 2001) (38 U.S.C. 4212).

(iv) 52.222-36, Affirmative Action for Workers with Disabilities (June 1998) (29 U.S.C. 793).

(v) 52.222-41, Service Contract Act of 1965, as Amended (May 1989), flow down required for all subcontracts subject to the Service Contract Act of 1965 (41 U.S.C. 351, et seq.).

(vi) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (April 2003) (46 U.S.C. Appx 1241 and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(c) While not required, the contractor May include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

#### 52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 60 days (insert the period of time within which the Contracting Officer may exercise the option).

(End of clause)

#### 52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 60 days (insert the period of time within which the Contracting Officer may exercise the option); provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days (60 days unless a different number of days is inserted) before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 30

September 2008.  
(End of clause)

#### 52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION  
Employee Class Monetary Wage-Fringe Benefits

Equivalence from wage rate.

(End of clause)

#### 52.232-19 AVAILABILITY OF FUNDS FOR THE NEXT FISCAL YEAR (APR 1984)

Funds are not presently available for performance under this contract beyond 30 September 2004. The Government's obligation for performance of this contract beyond that date is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise for performance under this contract beyond 30 September 2004, until funds are made available to the Contracting Officer for performance and until the Contractor receives notice of availability, to be confirmed in writing by the Contracting Officer.

(End of clause)

#### 52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

<http://farsite.hill.af.mil>

(End of clause)

#### 252.212-7001 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS APPLICABLE TO DEFENSE ACQUISITIONS OF COMMERCIAL ITEMS (OCT 2003) (DEVIATION)

(a) In addition to the clauses listed in paragraph (b) of the Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Items (DEVIATION) clause of this contract, the Contractor shall include the terms of the following clause, if applicable, in subcontracts for commercial items or commercial components, awarded at any tier under this contract:

252.225-7014	Preference for Domestic Specialty Metals, Alternate I (APR 2003) (10 U.S.C. 2533a).
252.247-7023	Transportation of Supplies by Sea (MAY 2002) (10 U.S.C. 2631)
252.247-7024	Notification of Transportation of Supplies by Sea (MAR 2000) (10 U.S.C. 2631)

(End of clause)

#### SCOPE OF WORK

The following addresses awards of janitorial contracts to the spouses of recruiters/commanding officers at recruiting stations. It is the opinion of our District Counsel that the award of such Contracts are in derogation of the FAR (Federal Acquisition Regulation) and DOD Directive 5500.7R JER (Joint Ethnic Regulation) Dated: 30 August 1993. FAR 3.601 forbids a contracting officer from knowingly awarding a contract to a Government employee. DOD Directive 5500.7R, Section 2635.402 (b) (2), states that the private financial interest of a spouse, dependent child, and any household members are treated as private financial interest of DA personnel. The stated reason for both the FAR provision and the DOD Directive is to avoid any conflict of interest that might arise between the employees' interests and their Government duties, and to avoid the appearance of favoritism or preferential treatment by the Government toward its' employees. Accordingly, award of these contracts to family members of recruiters/ commanding officers would at least give the appearance of a conflict of interest. Any known instance of any such award shall be brought to the attention of the Contracting Division, ATTN: Contracts Branch, P.O. Box 1715, Baltimore, Maryland 21203-1715.

" UPON THE END OF THE CONTRACTED TERM, WHETHER BY FORCED CANCELLATION OF THE ACTUAL CONTRACTED TERMINATION DATE, THE BALTIMORE DISTRICT CORPS OF ENGINEERS REQUEST THAT ALL KEYS BE RETURNED TO THE RIGHTFUL RECRUITING OFFICES ASAP. SHOULD CONTRACTORS CURRENTLY CLEANING A SPECIFIC RECRUITING OFFICE BE NOTIFIED FROM THE CONTRACTING DIVISION, CORPS OF ENGINEERS THAT THEIR COMPANY HAS BEEN AWARDED THE CONTRACT FOR ANOTHER 1 YEAR TERM, KEYS MAY REMAIN WITH THE JANITORIAL CONTRACTOR. HOWEVER, IF BY 30 SEPTEMBER NOTIFICATION HAS NOT BEEN RECEIVED FROM THE CONTRACTING DIVISION, IMMEDIATE ARRANGEMENTS MUST BE MADE TO HAVE THE KEYS RETURNED. FAILURE TO RETURN THE KEYS WILL RESULT IN THE CORPS OF ENGINEERS RE-KEYING (WHICHEVER IS NECESSARY) ALL RECRUITING STATION LOCKS WITH THE COST BEING SUBTRACTED FROM THE JANITORIAL CONTRACTORS' LAST PAYMENT. SHOULD A CONTRACTOR'S ATTEMPTS TO CONTACT THE RECRUITERS BE UNSUCCESSFUL, PLEASE NOTIFY THE CORPS OF ENGINEERS, REAL ESTATE DIVISION, Ms. DELL JACKSON AT (410) 962-4723 IMMEDIATELY FOR GUIDANCE."

#### SUPPLIES TO BE FURNISHED BY THE CONTRACTOR:

TOILET TISSUE, PAPER TOWELS, SOAP AND TRASH CAN LINERS

#### ATTACHMENTS:

1. STATEMENT OF WORK
2. WAGE DETERMINATION DECISION OF THE SECRETARY OF LABOR IS APPLICABLE FOR THIS REQUIREMENT. WAGE DECISION NO. 94-2103 (REV 30) DATED 06/03/2003 IS ATTACHED.

#### JANITORIAL SPECIFICATIONS

THREE DAYS A WEEK (OR SPECIFIED TIME PERIOD)

1. Empty, clean and damp dusts all ash trays/cigarette urns.
2. Dust all surfaces or chairs, desks, cabinets, and associated furniture.
3. Empty wastebaskets and remove trash.
4. Spot clean entrance door glass removing fingerprints.
5. Sweep or mop and clean all floors.
6. Scrub and disinfect all toilet fixtures, etc.
7. Vacuum carpeting, if carpeted.
8. Refill paper towel, toilet paper and soap dispensing unit, (or furnish bar soap where applicable).

WEEKLY

1. Spot wash all areas to remove finger marks and smudges from walls and doors as required.
2. Dust and/or clean all pictures.
3. Mop and clean all floors.
4. Completely dust office area including tops of files, ledges, baseboards, chair rails, door louvers and trims.
5. Clean all telephones.
6. Dust all windowsills.

ONCE MONTHLY

1. Buff all floors.
2. Wash windows inside and outside.
3. Wash Venetian blinds.
4. Scour trash receptacles.

TWICE PER YEAR

- 1 Clean covered surfaces of leather, leatherette or plastic Upholstered office furniture.
2. High dusting and cleaning of light fixtures.
3. Steam clean, if carpeted (spring and fall).
4. Wax all floors where required.

REVISED 8/31/93

GENERAL SPECIFICATIONS

1.SCOPE OF WORK: GENERAL - THE CONTRACTOR SHALL FURNISH ALL LABOR, MATERIALS, SUPPLIES (TRASHCAN LINERS, TOILET TISSUE, and PAPER TOWELS AND SOAP) AND EQUIPMENT NECESSARY TO THOROUGHLY AND FULLY PERFORM CUSTODIAL SERVICES AT THE RECRUITING FACILITY IDENTIFIED HEREIN:

SERVICES ARE TO BE PERFORMED IN ACCORDANCE WITH THE TERMS AND CONDITIONS OF THE ORDER AND THESE SPECIFICATIONS.

2. FACILITY TO BE SERVICED:

U.S. ARMED FORCES RECRUITING OFFICE

(STATION COMMANDER) LOUDOUN TECH CTR, BLDG 9, 46040 CENTER OAK PLACE, STERLING, VA 20166

(SQUARE FEET) APPROXIMATELY 1600 (SEE SCHEDULE OF SUPPLIES/SERVICES)

3. INSPECTIONS AND ACCEPTANCE - ALL SERVICES SHALL BE SUBJECT TO INSPECTION BY THE GOVERNMENT'S REPRESENTATIVE AT THE RECRUITING OFFICE. IF ANY SERVICES PERFORMED ARE NOT IN CONFORMITY WITH THE REQUIREMENTS OF THIS CONTRACT, THE GOVERNMENT SHALL HAVE THE RIGHT TO REQUIRE THE CONTRACTOR TO PERFORM THE SERVICES AGAIN IN CONFORMITY WITH THE REQUIREMENTS OF THE CONTRACT AT NO ADDITIONAL INCREASE IN TOTAL CONTRACT AMOUNT. UNLESS PROMPT CORRECTIVE ACTION IS TAKEN, AN EQUITABLE ADJUSTMENT SHALL BE MADE IN THE PRICE FOR THE WORK PERFORMED.

4. TERMINATION CLAUSE - IF AWARDED, THIS ORDER WILL BE SUBJECT TO A 30 DAY WRITTEN TERMINATION NOTICE. HOWEVER, IT WILL AUTOMATICALLY TERMINATE AT THE END OF THE PERIOD SHOWN ABOVE UNLESS OTHERWISE RENEWED.

5. PAYMENT - PAYMENT WILL BE MADE MONTHLY AT THE CLOSE OF EACH CALENDAR MONTH UPON RECEIPT OF INVOICES FOR SERVICES RENDERED.

6. INVOICES AND CERTIFICATION - THE CONTRACTOR SHALL SUBMIT ALL ORIGINAL INVOICES AT THE END OF EACH MONTH TO: U.S. ARMY CORPS OF ENGINEERS, BALTIMORE DISTRICT, and ATTN: REAL ESTATE DIVISION, ATTN: DEBBIE BUBP, P.O. BOX 1715, BALTIMORE, MARYLAND 21203-1715 FOR PAYMENT. (PHONE 410-962-5607) (FAX 410-962-0866) AN INFORMATION COPY OF THE INVOICE WILL BE PROVIDED THE RECRUITING OFFICE (STATION COMMANDER) FOR VERIFICATION OF SERVICES. THE INVOICES SHALL INCLUDE NAME OF CONTRACTOR, PURCHASE ORDER NUMBER, LOCATION OF RECRUITING OFFICE, PERIOD COVERED, AND AMOUNT OF BILL. POINT OF CONTACT, REAL ESTATE @ (410) 962-4723.

7. FREQUENCY OF TASK PERFORMANCE - FREQUENCIES OF ACCOMPLISHING THE REQUIRED TASKS AND THE TASKS TO BE PERFORMED ARE DESCRIBED BELOW:

THREE DAYS PER WEEK (MONDAY, WEDNESDAY, AND FRIDAY EXCEPT FEDERAL HOLIDAYS)

FEDERAL HOLIDAYS OBSERVED ARE AS FOLLOWS:

NEW YEARS' DAY, MARTIN LUTHER KING JR.'S BIRTHDAY, GEORGE WASHINGTON'S BIRTHDAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, COLUMBUS DAY, VETERANS' DAY, THANKSGIVING DAY, CHRISTMAS DAY.

THE CONTRACTOR SHALL LEAVE AMPLE SUPPLY OF TOILET PAPER, SOAP, PAPER TOWELS AND TRASH CAN LINERS TO CARRY OFFICE THRU NON-CLEANING DAYS.

8. SUPPLIES, MATERIALS AND EQUIPMENT - THE CONTRACTOR WILL BE REQUIRED TO SUPPLY, AT HIS EXPENSE, ALL CUSTODIAL SUPPLIES, MATERIALS, AND EQUIPMENT NECESSARY FOR THE SATISFACTORY COMPLETION OF ALL TASKS AS OUTLINED IN THE PROVISIONS AND SPECIFICATIONS OF THE CONTRACT. ALL EQUIPMENT SHALL BE MAINTAINED IN FIRST CLASS RATING CONDITION BY THE CONTRACTOR AND WILL BE MARKED WITH THE NAME OF THE CONTRACTOR SO AS TO BE READILY IDENTIFIABLE AS TO LEGAL OWNERSHIP. ALL VACUUM CLEANERS AND BUFFING MACHINES SHALL BE EQUIPPED WITH RUBBER BUMPER STRIP TO PREVENT SCARRING OR DAMAGING FURNITURE OR WALLS. FLAMMABLE SUPPLIES WILL NOT BE UTILIZED AS CLEANING OR POLISHING AGENTS. ALL SUPPLIES AND EQUIPMENT SHALL BE NEATLY, ORDERLY AND SAFELY STORED IN SPACES FURNISHED IN EACH BUILDING BY THE GOVERNMENT FOR THAT PURPOSE. VACUUM CLEANERS SHALL BE INDUSTRIAL TYPE.

9. TRASH REMOVAL -ALL WASTEBASKETS, AND OTHER TRASH CONTAINERS WITHIN THE AREA SHALL BE EMPTIED AND RETURNED TO THEIR INITIAL LOCATION. BOXES, CANS, PAPERS, ETC., PLACED NEAR A TRASH RECEPTACLE AND MARKED "TRASH" SHALL BE REMOVED. BOXES AND PACKAGING MATERIALS, WHOLE, PARTIAL OR CUT-UP, USED TO CONTAIN FURNITURE, COMPUTER EQUIPMENT OR THE LIKE ARE NOT INCLUDED. ALL WASTE FROM SUCH RECEPTACLES SHALL BE REMOVED FROM THE AREA AND EMPTIED INTO A DESIGNATED TRASH DUMPSTER OR RECEPTACLE IN SUCH MANNER AS TO PREVENT THE ADJACENT AREA FROM BECOMING LITTERED BY SUCH TRASH. ANY OBVIOUSLY SOILED OR TORN PLASTIC WASTEBASKET LINERS SHALL BE REPLACED. SAND IN CIGARETTE BUTT RECEPTACLE WILL BE STRAINED TO REMOVE ASHES AND DEBRIS. THE EXTERIOR OF WASTE CONTAINERS SHALL BE DAMP WIPED WITH NEUTRAL DETERGENT FROM ASPRAY BOTTLE AND CLEAN SPONGE OR SYNTHETIC FIBER CLOTHE TO REMOVEEVIDENT SOIL. WET SPILLS ON THE INTERIOR OF WASTE BASKETS SHALL BE REMOVED. LOTION TYPE DETERGENT AND AN ABRASIVE PAD SHALL BE USED ON HARD-TO-REMOVE SOIL. IN REST ROOMS, LOCKER ROOMS, AND FOOD SERVICE AREAS, GERMICIDAL DETERGENT WILL BE USED IN LIEU OF NEUTRAL DETERGENT. A PLASTIC BAG LINER SHALL BE PROVIDED IN ALL WASTEBASKETS. CARDBOARD SHALL BE BROKEN DOWN, SEPARATED FROM THE TRASH, AND PLACED IN THE APPROPRIATE CONTAINER WHERE SUCH CONTAINERS ARE PROVIDED AT THE DUMPSTER SITE ASSIGNED TO THE BUILDING. DUMPSTER DOORS AND LIDS SHALL BE CLOSED FOLLOWING THE DUMPING OF TRASH.

10. MONETARY ADJUSTMENT FOR INADEQUATE PERFORMANCE - IT IS MUTUALLY AGREED THAT FAILURE TO SATISFACTORILY ACCOMPLISHWORK IN ACCORDANCE WITH THE PROVISIONS OF THIS CONTRACT WHEN DUE TO THE FAULT OF THE CONTRACTOR SHALL CONSTITUTE A DEFICIENCY UNDER THIS CONTRACT. ALL CONTRACTS ALL WORK WILL BE INSPECTED BYTHE GOVERNMENTS' REPRESENTATIVE AT THE RECRUITING OFFICE AND ANY DEFICIENCIES WILL BE REPORTED TO THE CONTRACTOR. IF DEFICIENCIES ARE NOT CORRECTED SATISFACTORILY, A MONETARY REDUCTION WILL BE MADE AT THE END OF EACH MONTH IN, WHICH SUCH DEFICIENCY HAS BEEN FOUND TO OCCUR. FAILURE TO DO THE REQUIRED SERVICES ON THE DAYS INDICATED WOULD CONSTITUTE DEFICIENCY. CORRECTIVE ACTION BY THE CONTRACTOR WILL BE TAKEN PROMPTLY AND THE WORK SATISFACTORILY ACCOMPLISHED. DEFICIENCIES IN DAILY TASKS WILL BE COMPLETED WITHIN THE WORK DAY SPECIFIED IN THE CONTRACT FOR COMPLETION OF THE SERVICE. ALL OTHER DEFICIENCIES SHALL BE CORRECTED WITHIN 24 HOURS OFTHE DAY SCHEDULED FOR COMPLETION OF THE SERVICES. IF THE WORK IS NOT SATISFACTORILY ACCOMPLISHED WITHIN THIS TIME LIMIT, A REDUCTION IN PAYMENT TO THE CONTRACTOR WILL BE MADE. THE CONTRACTING OFFICER OR HIS REPRESENTATIVE WILL MAKE THE ANOTHER 1 YEARTERM, KEYS MAY REMAIN WITH THE JANITORIAL CONTRACTOR. HOWEVER, IF BY 30 SEPTEMBER NOTIFICATION HAS NOT BEEN RECEIVED FROM THE CONTRACTING DIVISION, IMMEDIATE ARRANGEMENTS MUST BE MADE TO HAVE THE KEYS RETURNED. FAILURE TO RETURN THE KEYS WILL RESULT IN THE CORPS OF ENGINEERS RE@KEYING (WHICHEVER IS NECESSARY) ALL RECRUITING STATION LOCKS WITH THE COST BEING SUBTRACTED FROM THE JANITORIAL CONTRACTORS' LAST PAYMENT. SHOULD A CONTRACTOR'S ATTEMPTS TO CONTACT THE RECRUITERS BE UNSUCCESSFUL, PLEASE NOTIFY THE CORPS OF ENGINEERS, REAL ESTATE DIVISION, Ms. DELL JACKSON AT (410) 962-4723 IMMEDIATELY FOR GUIDANCE."

STATEMENT OF EQUIVALENT FEDERAL HIRES (1984 APR) FAR52.222-42

THIS STATEMENT IS FOR INFORMATION ONLY. IT IS NOT A WAGE DETERMINATION.

IN COMPLIANCE WITH THE SERVICE CONTRACT ACT OF 1965, AS AMENDED, AND THE REGULATIONS OF THE SECRETARY OF LABOR (29 CFR, PART 4) THIS CLAUSE IDENTIFIES THE CLASSES OF SERVICE EMPLOYEES EXPECTED TO BE EMPLOYED UNDER THIS CONTRACT AND STATES THE WAGES AND FRINGE BENEFITS PAYABLE TO EACH IF THEY WERE EMPLOYED BY THE CONTRACTING AGENCY SUBJECT TO THE PROVISIONS OF 5 U.S.C. 5341 OR 5332.

WAGE RATES AND FRINGE BENEFITS APPLICABLE TO FEDERAL SERVICE EMPLOYEES PURSUANT TO 5 U.S.C. 5341 (WAGE BOARD - BLUE COLLAR) .

1. CONTRIBUTION OF ONE POINT SIX (1.6) PER CENT OF BASIC HOURLY RATE FOR HEALTH AND INSURANCE.

2. CONTRIBUTION OF SEVEN (7) PER CENT OF BASIC HOURLY RATE FOR RETIREMENT.

3. TEN (1) PAID HOLIDAYS AS FOLLOWS: NEW YEAR'S DAY; MARTIN LUTHER KING DAY; GEORGE WASHINGTONS' BIRTHDAY; MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, VETERANS' DAY, THANKSGIVING DAY, CHRISTMAS DAY.

4. PAID ANNUAL LEAVE (VACATION) AS FOLLOWS:

A. TWO (2) HOURS OF ANNUAL LEAVE EACH WEEK FOR AN EMPLOYEE WITH LESS THAN THREE (3) YEARS OF SERVICE.

B. THREE (3) HOURS OF ANNUAL LEAVE EACH WEEK FOR AN EMPLOYEE WITH THREE BUT LESS THAN FIFTEEN (15) YEARS OF SERVICE.

C. FOUR (4) HOURS OF ANNUAL LEAVE EACH WEEK FOR AN EMPLOYEE WITH FIFTEEN (15) OR MORE YEARS OF SERVICE.

5. BASIC HOURLY RATE BY CLASSIFICATION AS FOLLOWS:

CLASSIFICATION BASIC HOURLY RATES 11150 JANITORS (will be incorporated by modification)

#### WAGE DECISION NO. 94-2103

#### WAGE DETERMINATION DECISION OF THE SECRETARY OF LABOR

The following wage determination will be used to conform  
With the requirements of the Service Contract Act of 1965  
(29 CFR 4) of the General Provisions:

Decision No. 94-2103 (Rev. 30) dated 3 June 2003

State(s): District of Columbia, Maryland, Virginia  
Areas: Maryland COUNTIES of Calvert, Charles, Frederick,  
Montgomery, Prince George's, St. Mary's.  
Virginia COUNTIES of Arlington, Fairfax, Fauquier,  
King George, Loudoun, Prince William, Stafford,  
Alexandria, Falls Church

WAGE DETERMINATION NO: 94-2103 REV (30) AREA: DC,DISTRICT-WIDE

WAGE DETERMINATION NO: 94-2103 REV (30) AREA: DC,DISTRICT-WIDE  
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W.Gross | Wage Determination No.: 1994-2103  
 Director | Division of | Revision No.: 30  
 Wage Determinations | Date Of Last Revision: 06/03/2003

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States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.18
01012 - Accounting Clerk II	12.74
01013 - Accounting Clerk III	14.30
01014 - Accounting Clerk IV	16.37
01030 - Court Reporter	16.43
01050 - Dispatcher, Motor Vehicle	16.09
01060 - Document Preparation Clerk	12.42
01070 - Messenger (Courier)	10.23
01090 - Duplicating Machine Operator	12.42
01110 - Film/Tape Librarian	14.65
01115 - General Clerk I	11.68
01116 - General Clerk II	13.72
01117 - General Clerk III	15.32
01118 - General Clerk IV	18.74
01120 - Housing Referral Assistant	19.04
01131 - Key Entry Operator I	10.80
01132 - Key Entry Operator II	12.07
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	13.05
01262 - Personnel Assistant (Employment) II	14.24
01263 - Personnel Assistant (Employment) III	16.42
01264 - Personnel Assistant (Employment) IV	19.60
01270 - Production Control Clerk	17.28
01290 - Rental Clerk	15.42
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.04
01314 - Secretary IV	20.15
01315 - Secretary V	23.47
01320 - Service Order Dispatcher	15.44
01341 - Stenographer I	14.68
01342 - Stenographer II	16.47
01400 - Supply Technician	20.15
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56
01520 - Test Proctor	16.56

01531 - Travel Clerk I	11.63
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	11.80
01612 - Word Processor II	14.22
01613 - Word Processor III	16.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.86
03041 - Computer Operator I	14.30
03042 - Computer Operator II	15.82
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.44
03045 - Computer Operator V	22.94
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.05
03073 - Computer Programmer III (1)	26.99
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.30
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.01
07010 - Baker	11.87
07041 - Cook I	10.93
07042 - Cook II	12.46
07070 - Dishwasher	9.22
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	12.98
11121 - House Keeping Aid I	9.13
11122 - House Keeping Aid II	9.39
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	10.75

11240 - Maid or Houseman	9.28	
11270 - Pest Controller	12.44	
11300 - Refuse Collector	10.88	
11330 - Tractor Operator	12.73	
11360 - Window Cleaner	10.51	
12000 - Health Occupations		
12020 - Dental Assistant	15.80	
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.08	
12071 - Licensed Practical Nurse I	14.63	
12072 - Licensed Practical Nurse II	16.42	
12073 - Licensed Practical Nurse III	18.38	
12100 - Medical Assistant	12.94	
12130 - Medical Laboratory Technician	15.32	
12160 - Medical Record Clerk	13.60	
12190 - Medical Record Technician	14.97	
12221 - Nursing Assistant I	8.46	
12222 - Nursing Assistant II	9.52	
12223 - Nursing Assistant III	11.94	
12224 - Nursing Assistant IV	13.40	
12250 - Pharmacy Technician	11.84	
12280 - Phlebotomist	11.21	
12311 - Registered Nurse I	24.00	
12312 - Registered Nurse II	26.70	
12313 - Registered Nurse II, Specialist	26.70	
12314 - Registered Nurse III	34.48	
12315 - Registered Nurse III, Anesthetist	34.48	
12316 - Registered Nurse IV	41.33	
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian	18.95	
13011 - Exhibits Specialist I	17.98	
13012 - Exhibits Specialist II	22.48	
13013 - Exhibits Specialist III	27.29	
13041 - Illustrator I	18.73	
13042 - Illustrator II	23.42	
13043 - Illustrator III	28.82	
13047 - Librarian	22.33	
13050 - Library Technician	16.28	
13071 - Photographer I	13.93	
13072 - Photographer II	15.64	
13073 - Photographer III	19.56	
13074 - Photographer IV	24.08	
13075 - Photographer V	26.50	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	8.71	
15030 - Counter Attendant	8.71	
15040 - Dry Cleaner	9.94	
15070 - Finisher, Flatwork, Machine	8.71	
15090 - Presser, Hand	8.71	
15100 - Presser, Machine, Drycleaning	8.71	
15130 - Presser, Machine, Shirts	8.71	
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71	
15190 - Sewing Machine Operator	10.67	
15220 - Tailor	12.43	
15250 - Washer, Machine	9.31	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	18.95	
19040 - Tool and Die Maker	23.05	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	19.38	
21020 - Material Coordinator	17.12	

21030 - Material Expediter	17.12	
21040 - Material Handling Laborer	11.50	
21050 - Order Filler	13.21	
21071 - Forklift Operator	14.58	
21080 - Production Line Worker (Food Processing)		14.08
21100 - Shipping/Receiving Clerk	13.09	
21130 - Shipping Packer	13.02	
21140 - Store Worker I	9.06	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.01
21210 - Tools and Parts Attendant	16.99	
21400 - Warehouse Specialist	15.76	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	22.24	
23040 - Aircraft Mechanic Helper	14.71	
23050 - Aircraft Quality Control Inspector	23.43	
23060 - Aircraft Servicer	17.82	
23070 - Aircraft Worker	18.09	
23100 - Appliance Mechanic	18.95	
23120 - Bicycle Repairer	14.43	
23125 - Cable Splicer	22.51	
23130 - Carpenter, Maintenance	18.95	
23140 - Carpet Layer	17.61	
23160 - Electrician, Maintenance	22.59	
23181 - Electronics Technician, Maintenance I		16.88
23182 - Electronics Technician, Maintenance II		21.92
23183 - Electronics Technician, Maintenance III		23.87
23260 - Fabric Worker	16.55	
23290 - Fire Alarm System Mechanic	19.98	
23310 - Fire Extinguisher Repairer	15.69	
23340 - Fuel Distribution System Mechanic	20.93	
23370 - General Maintenance Worker	17.28	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		19.25
23430 - Heavy Equipment Mechanic	19.98	
23440 - Heavy Equipment Operator	20.28	
23460 - Instrument Mechanic	19.98	
23470 - Laborer	11.79	
23500 - Locksmith	18.95	
23530 - Machinery Maintenance Mechanic		20.51
23550 - Machinist, Maintenance	21.52	
23580 - Maintenance Trades Helper	14.54	
23640 - Millwright	19.70	
23700 - Office Appliance Repairer	18.95	
23740 - Painter, Aircraft	21.29	
23760 - Painter, Maintenance	18.95	
23790 - Pipefitter, Maintenance	20.94	
23800 - Plumber, Maintenance	19.86	
23820 - Pneudraulic Systems Mechanic	19.98	
23850 - Rigger	19.98	
23870 - Scale Mechanic	17.88	
23890 - Sheet-Metal Worker, Maintenance		19.98
23910 - Small Engine Mechanic	20.05	
23930 - Telecommunication Mechanic I	19.41	
23931 - Telecommunication Mechanic II	20.45	
23950 - Telephone Lineman	20.93	
23960 - Welder, Combination, Maintenance		19.98
23965 - Well Driller	19.98	
23970 - Woodcraft Worker	19.98	
23980 - Woodworker	15.32	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	11.37	

24580 - Child Care Center Clerk	15.86	
24600 - Chore Aid	8.86	
24630 - Homemaker	16.45	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	22.20	
25040 - Sewage Plant Operator	19.52	
25070 - Stationary Engineer	22.20	
25190 - Ventilation Equipment Tender	13.85	
25210 - Water Treatment Plant Operator	19.72	
27000 - Protective Service Occupations		
(not set) - Police Officer	21.76	
27004 - Alarm Monitor	15.26	
27006 - Corrections Officer	17.69	
27010 - Court Security Officer	19.46	
27040 - Detention Officer	18.29	
27070 - Firefighter	19.72	
27101 - Guard I	9.51	
27102 - Guard II	12.53	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	16.76	
28020 - Hatch Tender	16.76	
28030 - Line Handler	16.76	
28040 - Stevedore I	15.76	
28050 - Stevedore II	17.78	
29000 - Technical Occupations		
21150 - Graphic Artist	20.52	
29010 - Air Traffic Control Specialist, Center (2)	29.85	
29011 - Air Traffic Control Specialist, Station (2)	20.59	
29012 - Air Traffic Control Specialist, Terminal (2)	22.67	
29023 - Archeological Technician I	15.52	
29024 - Archeological Technician II	17.35	
29025 - Archeological Technician III	21.51	
29030 - Cartographic Technician	22.87	
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.84	
29040 - Civil Engineering Technician	19.56	
29061 - Drafter I	13.01	
29062 - Drafter II	16.29	
29063 - Drafter III	18.30	
29064 - Drafter IV	22.87	
29081 - Engineering Technician I	16.15	
29082 - Engineering Technician II	18.75	
29083 - Engineering Technician III	22.54	
29084 - Engineering Technician IV	25.86	
29085 - Engineering Technician V	31.62	
29086 - Engineering Technician VI	38.26	
29090 - Environmental Technician	19.29	
29100 - Flight Simulator/Instructor (Pilot)	30.54	
29160 - Instructor	23.97	
29210 - Laboratory Technician	16.87	
29240 - Mathematical Technician	23.39	
29361 - Paralegal/Legal Assistant I	18.38	
29362 - Paralegal/Legal Assistant II	23.44	
29363 - Paralegal/Legal Assistant III	28.68	
29364 - Paralegal/Legal Assistant IV	34.69	
29390 - Photooptics Technician	22.87	
29480 - Technical Writer	25.08	
29491 - Unexploded Ordnance (UXO) Technician I	18.97	
29492 - Unexploded Ordnance (UXO) Technician II	22.96	
29493 - Unexploded Ordnance (UXO) Technician III	27.51	
29494 - Unexploded (UXO) Safety Escort	18.97	

29495 - Unexploded (UXO) Sweep Personnel	18.97	
29620 - Weather Observer, Senior (3)	21.32	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30	
29622 - Weather Observer, Upper Air (3)	18.30	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	15.95	
31260 - Parking and Lot Attendant	8.62	
31290 - Shuttle Bus Driver	12.94	
31300 - Taxi Driver	10.99	
31361 - Truckdriver, Light Truck	12.37	
31362 - Truckdriver, Medium Truck	15.72	
31363 - Truckdriver, Heavy Truck	18.40	
31364 - Truckdriver, Tractor-Trailer	18.40	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	9.33	
99030 - Cashier	8.53	
99041 - Carnival Equipment Operator	11.78	
99042 - Carnival Equipment Repairer	12.69	
99043 - Carnival Worker	7.93	
99050 - Desk Clerk	9.78	
99095 - Embalmer	19.04	
99300 - Lifeguard	9.97	
99310 - Mortician	22.94	
99350 - Park Attendant (Aide)	12.52	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.81	
99500 - Recreation Specialist	15.94	
99510 - Recycling Worker	14.06	
99610 - Sales Clerk	10.49	
99620 - School Crossing Guard (Crosswalk Attendant)	11.37	
99630 - Sport Official	11.24	
99658 - Survey Party Chief (Chief of Party)	16.41	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.60	
99660 - Surveying Aide	10.20	
99690 - Swimming Pool Operator	13.54	
99720 - Vending Machine Attendant	10.43	
99730 - Vending Machine Repairer	13.54	
99740 - Vending Machine Repairer Helper	11.02	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrounding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.